

# AUSTIN UTILITIES

## MINUTES OF MEETING

4:00 pm, December 17th, 2024  
Date

Regular Meeting

Jay Lutz  
President

**Members Present:**

Jay Lutz, President  
Jeanne Sheehan, Commissioner  
Tyler Hulsebus, Commissioner  
Kristin Johnson, Commissioner

**Others Present:**

Mark Nibaur, General Manager  
Alex Bumgardner, Utility Operations Director  
Kory Robinson, Finance & Customer Care Director  
Marc Oleson, Information Technology Director  
Dan Ulland, Employee Relations Director

**Members Absent:**

Steve Greenman, Commissioner

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President Jay Lutz called the meeting to order.

Moved by Tyler Hulsebus, seconded by Kristin Johnson, to approve the meeting agenda. Approved unanimously.

Moved by Jeanne Sheehan, seconded by Tyler Hulsebus, to approve the regular meeting minutes of November 19th, 2024. Approved unanimously.

Moved by Kristin Johnson, seconded by Jeanne Sheehan, to approve the disbursements summary, accounts payable list, additional bills and expenses, and authorize warrants to be drawn for their payment. Approved unanimously.

Mark Nibaur, General Manager, and Kory Robinson, Finance and Customer Care Director, presented the final draft of the 2025 budget. The budget sub-committee met again after the November Board of Commissioners meeting and fine tuned some budget numbers and proposed budget cuts to come closer to the target operating income and UFS study recommendations. The 2025 electric operating budget has rate increases of approximately 2.7% overall with a zero Purchased Cost Adjustment (PCA). This is approximately a 1% to 3% increase for customers when compared to our average 2024 rates. Purchased Power costs through SMMPA continue to be the largest expense for electric accounting for 74.7% of the operating expenses. The 2025 gas operating budget has rate increases of approximately 1% overall with a zero Purchased Gas Adjustment (PGA). This budget shows an approximate 2% increase due to record low usage in 2024, skewing the sales revenue forecast. The 2025 water operating budget has rate increases of approximately 4.5% overall. The operating budget is slightly under the target operating income even with the proposed rate increase. A news release outlining the increases was reviewed and additional information about aligning the budget to the UFS rate study was suggested. Moved by Kristin Johnson, seconded by Tyler Hulsebus, to approve the 2025 Budget as presented. Approved unanimously.

Mark Nibaur, General Manager, and Kory Robinson, Finance and Customer Care Director, presented the 2025 rate tariffs reflecting the increases associated with the 2025 budget. Moved by Jeanne Sheehan, seconded by Tyler Hulsebus, to approve the rate tariffs are presented. Approved unanimously.

Mark Nibaur, General Manager, and Dan Ulland, Employee Relations Director, presented the 2025 AFSCME labor union contract. The contract is for 2025 only. This will align contract renewals with the other two AU labor union contracts. Medical plan deductibles will increase for all employees. Health Savings Account (HSA) employer matches will increase for all employees and a stop gap bonus payment of \$7,000 will be paid to all AFSCME members. The Cost of Living Adjustment (COLA) for 2025 will be 3% for all employees, following the previously approved AU Base Pay Structure for 2025. AU will also reserve the right to reevaluate job descriptions for Electric Operations Supervisor, Engineering Supervisor, Gas & Water Services Supervisor, and Utility Operations Supervisor in the first quarter of 2025. Moved by Jeanne Sheehan, seconded by Kristin Johnson, to approve the 2025 AFSCME labor union contract as presented. Approved unanimously.

Mark Nibaur, General Manager, also updated the Board on the following:

- SMMPA meeting minutes and scholarship
- Safety committee minutes
- Keven Maxa retirement
- AU Christmas party Jan 10th
- Process for appointing Commissioners to fill vacant terms

The next regular board meeting was set for 4:00 pm, January 21st, 2025.

Moved by Jeanne Sheehan, seconded by Kristin Johnson, to adjourn. Approved unanimously at 5:55 pm.

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President

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Secretary